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GOVERNMENT OF ODISHA

ODIA LANGUAGE, LITERATURE & CULTURE DEPARTMENT

RESOLUTION

The 13th August 2024

SUBJECT— Revision of pay scales of Four Retired Teachers of Utkal University of Culture following the revision of pay scales of Central Government employees on the recommendation of 7th Central Pay Commission.

The State Government extended the U.G.C. pay scales to the University Teachers and College Teachers with effect from the 1st January 2006 vide Resolution No. 34492, dated the 14th December 2009.

2. The Government of India, M.H.R.D. (Department of Higher Education) after considering the various recommendations made by the Pay Review Committee (PRC) constituted by the U.G.C. and decision of the U.G.C. to revise the pay scales of teachers in the Higher Educational Institutions under the purview of U.G.C. communicated the decision to U.G.C. in their Letter No. 1-7/2015-U.II(1), dated the 2nd November 2017 and its Corrigendum dated the 8th November 2017. The U.G.C. has communicated their decision to State Government in their Letter No. F. No. 23-4/2017(PS), dated the 31st January 2018 containing the above letter of Ministry of H.R.D., Government of India requesting to implement the Scheme in the State in a time bound manner.

3. The question of revision of pay scales for University and College Teachers on the basis of recommendations of Government of India and U.G.C. was under active consideration of Government. After careful consideration, the State Government have been pleased to implement the scheme of revision of pay scales for University and College Teachers in receipt of U.G.C. scale with the following terms and conditions:

4. Coverage:

The revised pay and other related service benefits shall be applicable as on the 1st January 2016 to the following four retired teachers of Utkal University of Culture.

Sl. No.	Name of the Teachers	Date of Retirement
1	Prof. Naba Kishore Mishra, Professor in Odissi Dance.	30-09-2016
2	Prof. Jagannath Kunar, Professor in Mardal.	31-05-2022
3	Dr. Sangita Gosain, Associate Professor in Odissi Vocal.	30-06-2020
4	Shri Sadasiba Pradhan, Assistant Professor(Stage-I) in Chhow Dance.	28-02-2016

5. Date of implementation :

The revised scales of pay shall be effective from the 1st January 2016.

6. Other conditions :

As soon as regulations laying down other conditions are received from U.G.C. the same may be considered by the Utkal University of Culture.

7. Designation :

There shall be only three designations in respect of teachers in Universities, namely Assistant Professor, Associate Professor and Professor.

8. Revised pay for teachers and equivalent cadres :

(i) Pay fixation method

The revised pay structure' for different categories of teachers and equivalent cadres shall be based on the following: –

(a) The formula followed by the 7th CPC is followed in the academic pay structure moving from the concept of Pay Band and Academic Grade Pay to that of Academic Levels and Cells.

(b) The first academic level (corresponding to AGP of Rs. 6,000) is numbered as academic Level-10. Similarly, the other academic Levels are 11, 12, 13(A) and 14.

(c) Each cell in an academic Level is at 3% higher than the previous cell in that level rounded off to nearest 100.

(d) The Index of Rationalization (IoR) is 2.67 for present AGP less than Rs. 10,000 and 2.72 for the AGP of Rs. 10,000.

(e) The entry pay for each level is as follows :–

Level	Academic Grade Pay (Rs.)	Entry Pay (Rs.)
(1)	(2)	(3)
10	6,000	21,600
11	7,000	25,790

(1)	(2)	(3)
12	8,000	29,900
13A	9,000	49,200
14	10,000	53,000

(f) The Pay Matrix based on the above propositions on Academic Levels, Cells and Entry Pay corresponding to the AGP of pre-revised pay is at [Annexure-1].

(g) For fixation of pay of an employee in the Pay Matrix as on the 1st January 2016, the existing pay (Pay in Pay Band plus Academic Grade Pay) in the pre-revised structure as on the 31st December 2015 shall be multiplied by a factor of 2.57. The figure so arrived at is to be located in the Academic Level corresponding to the employee's Pay Band and Academic Grade Pay in the new Pay Matrix. If a Cell identical with the figure so arrived at is available in the appropriate Academic Level, that Cell shall be the revised pay; otherwise the next higher cell in that Academic Level shall be the revised pay of the employee. If the figure arrived at in this manner is less than the first cell in that Academic Level, then the pay shall be fixed at the first cell of that Academic Level.

(h) Employees joining after the 1st January 2016 will be placed in the 1st cell of the corresponding Academic Level. Where the fixation is in the 1st cell, their annual increment shall fall due 12 months after the fixation under revised pay.

9. Incentive increment for higher qualification :

The incentive structure is built-in in the pay structure itself wherein those having M.Phil or Ph.D. Degree will progress faster under CAS. Therefore, there shall be no incentives in form of advance increments for obtaining the degrees of M.Phil, or Ph.D.

10. Increment :

(i) The annual increment is given by moving from the existing cell in the academic level to the immediate next higher cell in the same academic level.

(ii) The date of next increment shall be 12 months after the sanction of the last increment. Where the pay is fixed at minimum in the revised pay, the date of next increment shall be the anniversary of the date of coming over to the revised pay.

11. Exercise of option :

All teachers receiving pay under the UGC Scales shall be deemed to have come over to the revised scales of pay with effect from the 1st January 2016 except where they have opted for a date after the 1st January 2016 under the provisions of Revised Scales of Pay Rules. However, exercise of options shall be limited to the date of increment in the existing scale falling due within a period of one year, i.e. from the 1st January 2016 to the 31st December 2016.

No option shall however be exercised in case of direct recruits appointed on or after the date of implementation of the Revised Scale of Pay Rules. Option once exercised shall be final.

12. Stepping up benefit :

In case, a senior teacher is drawing more pay than his junior immediately before 1st day of January 2016, in the same grade the senior's pay gets fixed at a stage lower than that of his junior then his pay can be stepped up to the stage of his junior and increment will accrue one year after that date. Such stepping up benefit can be available to an employee only once. But, where junior gets more pay than his senior in the revised scale on account of exercise of option, such stepping up of pay shall not be permissible.

13. Dearness allowances :

Consequent upon revision of pay scales as per the revised pay structure with effect from the 1st January 2016 the payment of Dearness Allowance shall be regulated in the manner by the same principle as adopted by Government of Odisha for their employees.

14. House rent allowance :

The teachers of the Universities and Colleges in receipt of UGC scales of pay shall continue to draw House Rent Allowance equal to the amount drawn before the date of publication of this Resolution even after fixation of pay in the revised pay scale. The revision of HRA shall be decided subsequently. Resolution in this regard shall be issued separately. In case of change of headquarters of a teacher due to transfer or otherwise after the date of issue of this resolution, the teacher shall draw the HRA at the rate applicable to the new station in the existing provision on the basis of pay drawn just before issue of this resolution. Teachers joining service after issue of this resolution and before finalization of HRA shall draw the HRA at the existing rate basing on the initial pay in the Pay Band and Academic Grade Pay applicable to the post.

15. Payment of current salary and arrears :

(i) The teachers who have since been retired by the date of such notification will get the entire arrear salary in one instalment during the same financial year.

(ii) Financial implication

The entire burden on account of additional expenditure will have to be met by State Govt. in Odia Language, Literature & Culture Department.

16. Anomalies :

The anomalies, if any, will be brought to the notice of the State Government in Department of Odia Language, Literature & Culture for consideration in consultation with Finance Department.

17. This has been concurred in by the Finance Department in File No. FIN-GS2-MISC-0059-2023.

ORDER—Ordered that this Resolution be published in the *Odisha Gazette* and copy forwarded to all Departments of Government/ Accountant-General (A&E), Odishal/ Secretary to Government of India, Ministry of Human Resource Development (Department of Education), New Delhi/ Secretary, U.G.C., Bahadur Shah Zafar Marg, New Delhi-11 0002/ Registrar of Utkal University of Culture.

By order of the Governor

SHALINI PANDIT

Commissioner-*cum*-Secretary to Government

Annexure-1

Pay Band (Rs.)	15,600-39,100			37,400-67,000	
Academic Grade Pay (Rs.)	6,000	7,000	8,000	9,000	10,000
Academic Level / Cell	10	11	12	13A	14
1	57,700	68,900	79,800	1,31,400	1,44,200
2	59,400	71,000	82,200	1,35,300	1,48,500
3	61,200	73,100	84,700	1,39,400	1,53,000
4	63,000	75,300	87,200	1,43,600	1,57,600
5	64,900	77,600	89,800	1,47,900	1,62,300
6	66,800	79,900	92,500	1,52,300	1,67,200
7	68,800	82,300	95,300	1,56,900	1,72,200
8	70,900	84,800	98,200	1,61,600	1,77,400
9	73,000	87,300	1,01,100	1,66,400	1,82,700
10	75,200	89,900	1,04,100	1,71,400	1,88,200
11	77,500	92,600	1,07,200	1,76,500	1,93,800
12	79,800	95,400	1,10,400	1,81,800	1,99,600
13	82,200	98,300	1,13,700	1,87,300	2,05,600
14	84,700	1,01,200	1,17,100	1,92,900	2,11,800
15	87,200	1,04,200	1,20,600	1,98,700	2,18,200
16	89,800	1,07,300	1,24,200	2,04,700	
17	92,500	1,10,500	1,27,900	2,10,800	
18	95,300	1,13,800	1,31,700	2,17,100	
19	98,200	1,17,200	1,35,700		
20	1,01,100	1,20,700	1,39,800		
21	1,04,100	1,24,300	1,44,000		
22	1,07,200	1,28,000	1,48,300		
23	1,10,400	1,31,800	1,52,700		
24	1,13,700	1,35,800	1,57,300		
25	1,17,100	1,39,900	1,62,000		
26	1,20,600	1,44,100	1,66,900		
27	1,24,200	1,48,400	1,71,900		
28	1,27,900	1,52,900	1,77,100		
29	1,31,700	1,57,500	1,82,400		
30	1,35,700	1,62,200	1,87,900		
31	1,39,800	1,67,100	1,93,500		
32	1,44,000	1,72,100	1,99,300		
33	1,48,300	1,77,300	2,05,300		
34	1,52,700	1,82,600	2,11,500		
35	1,57,300	1,88,100			
36	1,62,000	1,93,700			
37	1,66,900	1,99,500			
38	1,71,900	2,05,500			
39	1,77,100				
40	1,82,400				

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